Drafting DEIJ Statements: How do I articulate my commitment to diversity, equity, inclusion, and justice?

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How familiar are you with these statements?

On a scale of 1 – 5, how familiar are you with diversity, equity, inclusion, and justice (DEIJ) statements?

Menti poll:

Link

1 = This is my first time hearing about it
5 = It’s written and ready to go!
What are our results?
Learning Objectives

• Understand guiding organizational structures for writing DEIJ statements.
• Describe approaches and guiding practices in writing DEIJ statements.
• Evaluate components of DEIJ statements
• Self-reflect on how your own experience and identity informs your commitment to diversity in your own practice
• Learn from others and reflect on how to communicate your values around DEIJ.

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In what ways do universities ask for these documents?

Sample job posting from St. Edward's University, Instructor or Assistant Professor Business Communication

"In your cover letter, please describe your lived experiences that prepare you to contribute to diversity and inclusion at St. Edwards's University."
Sample Job Posting

*From Davidson University, Visiting Assistant Professor, Anthropology*

“Application materials should include a statement (of no more than two pages) that details the candidate's research interests and *the ways the candidate's teaching and/or research will contribute to Davidson's institutional commitment to diversity and inclusion*, a CV, and writing sample.”
Sample Job Posting

From University of Washington Tacoma Institute of Technology, Assistant Professor, Engineering

“Applicants should include a statement describing their academic qualifications and professional experiences, how they will bring value to the Institute’s curricula, and how they align with current faculty research interests. Applicants’ statements should detail how their teaching, service and/or scholarship has supported the success of students from racial, ethnic, and gender backgrounds that are underrepresented in their academic field; applicants who have not yet had the opportunity for such experience should note how their work will further University of Washington Tacoma’s commitment to diversity.”
What do you notice about these postings?

Unmute and share with the group or put in chat what you noticed about these postings. Are there similarities? Differences?
What do these terms mean?

Diversity, Equity, Inclusion, Justice (DEIJ)
DIEJ spectrum

diversity  inclusion  equity  justice
“There are many different [people, perspectives, identities] at OSU”

“We invite valid, rational, non-dominant [people, perspectives, identities] at OSU”

“We address biases that lead to the dominance or invisibility of different [people, perspectives, identities] at OSU”

“We challenge policies that reinforce the dominance of invisibility of [people, perspectives, identities] at OSU”
DIEJ spectrum

diversity  inclusion  equity  justice

Acknowledging difference  Including across difference  Making up for lack of resources due to difference  Challenging the systems which manufacture difference
What part of the spectrum feels most familiar to you?
(Self-reflection)
What part of the spectrum are these postings asking for?
(Chat cascade)
Recommendations

• Evidence-based
• Shows continuity
• Encompasses scholarly contribution areas
• Iterative and ongoing
Recommendations

• Essay of 1-2 pages (unless other indicated)
• Narrative, first-person
• Shows context
• Demonstrated evidence of aligning with the institution's mission and goals
Organizing the statement

University of Michigan rubric

Take a moment and read through the rubric. Are there any aspects that are not covered in this rubric? Anything that stands out to you? Jot down any notes.
Organizing the statement

• Scholarly contribution areas (aka three buckets):
  • Research/scholarship
  • Teaching
  • Service

• A set of values, or general theme, should guide everything
  • Statement of values as they relate to your understanding and commitment to diversity, equity, and inclusion
  • Concrete examples and experiences
  • Future plans
Organizing the statement

Avoid discussing how much you care about DEIJ or think about it → Goal, method, assessment

Goal: what do you want to accomplish?
Method: how do you make it happen?
So What?: what is your rationale for doing so? Or, what is the impact of this practice? What does it mean for your future practice?
Organizing the statement

Goal, method, "so what?" example for teaching

Goal: I aim to expand my students' perceptions of who scientists are, including better representation across genders, racial identities and LGBTQ+ identities.

Method: In every unit, I introduce students to an underacknowledged scientist from a marginalized background

So what?: students are reminded of/learn that any person can be a scientist, and that some identities are privileged in scientific discourse
What issues do you notice first?

Teaching:
“I ask everyone how they’re doing”
“I learn everyone’s names/how to pronounce them”

Research:
"I think about underrepresented populations when conducting my research"
"I ask women to join my lab"

Service:
"I participated in a workshop on Allyship"
"I attended a Women in Science panel"
How can these be improved?

Teaching:
“I ask everyone how they’re doing”
“I learn everyone’s names/how to pronounce them”

Research:
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Review a Sample DEIJ Statement

In breakout rooms, discuss with your group:

• Which sample statement did you read?
• Which aspects of the U Michigan rubric of “areas of scholarly contribution” were apparent?
• What did the author do well?
• What questions do you still have after reading this statement?
Debrief

• What did the author do well?
• What areas of improvement did you see?
• What questions do you have after reading this statement?
Considerations when drafting your statement

• Self-disclosure
• Avoid false parallels
• Avoid using cliches; show don't tell.
  • “I love people of all backgrounds.”
  • “Diversity is important in higher education.”
  • “I’m passionate about diversity in my classroom.”
Self-Reflection Guide

Strategies for Demonstrating Your Commitment to Diversity:
Reflecting on Your Practice

On your own, use the self-reflection guide to consider areas in which you are currently involved, areas you may have some commitment to, and areas in which you might want to develop.
Brainstorm...

What's one example of your own use of goal/method/so what?

Share in Google Google Doc (Click or Paste URL Below)
What's one example of your own use of goal/method/so what?

Self reflection: what did you notice?
Considerations when drafting your statement

• **Adapt your statement to each institution** (if possible)
  - If you don’t have much to say about a specific bucket or aspect, focus on how you plan to improve on this area in the future
    - Can also be a place to tailor the statement to the institution
    - How you will grow at that institution in particular

• **Write for different types of documents**
  - Think: last paragraph of your cover letter
What do these terms mean to you?

Choose a terms we discussed today and provide a response about what it means to you...

Diversity, Equity, Inclusion, Justice

Mentimeter Link

Some past responses have included "Breaking down barriers" "Bringing your whole self into a learning space" "Radical reimagining of the canon and written word we ask students to read."
What are our results?
Thank you!

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Resources & References

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References